

# Comparisons of Job Characteristics

**Focus Occupation:** First-Line Supervisors of Production and Operating Workers (51-1011)  
**Associated Occupation:** First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)

Compare Knowledge  
 Compare Skills  
 Compare Abilities  
 Compare Detailed Work Activities  
 Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 83

**Focus Occupation:** First-Line Supervisors of Production and Operating Workers (51-1011)  
**Associated Occupation:** First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Mechanical	6.8	19.8	10.9	<<	Extensive education and/or training may be required
Administration and Management	8.4	16.2	14.0	<	Expanded education and/or training may be required
Education and Training	9.2	14.0	11.1	<	Expanded education and/or training may be required
Personnel and Human Resources	5.6	13.5	10.2	<<	Extensive education and/or training may be required
Production and Processing	6.0	13.5	17.4	>>	Current knowledge level is likely more than sufficient
Clerical	7.3	12.3	7.8	<<	Extensive education and/or training may be required
Engineering and Technology	5.7	12.2	8.3	<<	Extensive education and/or training may be required
Economics and Accounting	4.4	10.2	4.2	<<	Extensive education and/or training may be required
Building and Construction	4.0	9.3	2.6	<<	Extensive education and/or training may be required
Telecommunications	3.9	7.3	2.4	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 80

**Focus Occupation:** First-Line Supervisors of Production and Operating Workers (51-1011)  
**Associated Occupation:** First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Management of Personnel Resources	6.9	13.6	11.8	<	A higher skill level may be required
Monitoring	9.9	13.5	10.6	<<	Extensive development of skills in this area may be required
Time Management	8.9	13.0	12.6	0	Current skill level may be sufficient
Coordination	9.1	12.5	12.0	0	Current skill level may be sufficient
Quality Control Analysis	5.9	11.6	8.2	<<	Extensive development of skills in this area may be required
Negotiation	6.8	11.0	9.8	<	A higher skill level may be required
Troubleshooting	4.5	10.4	5.5	<<	Extensive development of skills in this area may be required
Equipment Maintenance	3.5	10.1	4.1	<<	Extensive development of skills in this area may be required
Repairing	3.4	10.0	4.1	<<	Extensive development of skills in this area may be required
Management of Financial Resources	3.3	9.8	5.6	<<	Extensive development of skills in this area may be required
Management of Material Resources	3.7	9.7	5.8	<<	Extensive development of skills in this area may be required
Equipment Selection	3.3	7.5	3.6	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 93			
Focus Occupation: First-Line Supervisors of Production and Operating Workers (51-1011) Associated Occupation: First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Flexibility of Closure	7.8	10.3	8.6	<	Some improvement in abilities may be required
Auditory Attention	5.9	10.0	6.0	<<	Extensive improvement in abilities may be required
Hearing Sensitivity	5.6	9.7	5.5	<<	Extensive improvement in abilities may be required
Speed of Closure	5.9	9.1	6.1	<<	Extensive improvement in abilities may be required
Memorization	5.6	8.4	5.4	<<	Extensive improvement in abilities may be required
Sound Localization	2.2	6.0	1.5	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 89

**Focus Occupation: First-Line Supervisors of Production and Operating Workers (51-1011)**  
**Associated Occupation: First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)**

Work Activities	Exclusivity of Activity
Assign work to staff or employees	30
Conduct or attend staff meetings	47
Consult with managerial or supervisory personnel	60
Demonstrate or explain assembly or use of equipment	61
Develop maintenance schedules	82
Direct and coordinate activities of workers or staff	3
Establish employee performance standards	69
Estimate materials or labor requirements	61
Examine products or work to verify conformance to specifications	15
Modify work procedures or processes to meet deadlines	80
Monitor worker performance	57
Orient new employees	59
Oversee work progress to verify safety or conformance to standards	49
Prepare or maintain employee records	69
Prepare reports	8
Read blueprints	10
Read technical drawings	7
Read work order, instructions, formulas, or processing charts	9
Recommend improvements to work methods or procedures	64
Requisition stock, materials, supplies or equipment	54
Resolve or assist workers to resolve work problems	72
Understand technical operating, service or repair manuals	6

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 88

**Focus Occupation: First-Line Supervisors of Production and Operating Workers (51-1011)**  
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Tools and Technologies	Exclusivity
Business function specific software	1
Computer printers	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Finance accounting and enterprise resource planning ERP software	2

Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.